

HRC NEWS & VIEWS

Volume 10, Issue 5

June 2014

CALLING ALL GARDENERS!

BY SHANNON PETERSON

Again this year we will have a garden that is planted and tended by the youth. It was important to get buy-in from the youth before anything began, so discussions were held with youth to see what they would be interested in growing. In trying to provide a wide variety for the youth to experience growing, the youth will plant: tomatoes, jalapenos, green peppers, onions, strawberries, garlic, asparagus, sweet corn, zucchini, pumpkins, watermelon, cantaloupe, carrots, cucumbers, sugar snap peas, butternut squash, okra, chives, beans, beets and kohlrabi. The staff at HJCDP have pulled together to till the garden to get it ready for the youth to plant. Tracy Polage, Steve Breault, Dean Stromer and Josh Albrecht have made the garden possible this year.

While there are no staff at HJCDP who have formal

training or education about gardening or horticulture, staff have grown up gardening with family, and have continued to garden on their own as adults. They have received their information informally from others; whether it is from parents, friends or individuals who share gardening as a similar interest. Gardening is an activity that is best learned through hands on experience, and from someone who takes a mentor role to teach the ins and outs of how to garden successfully.

Youth have volunteered to help in various ways and for various reasons. Youth have volunteered to water the plants until the plants are ready to put into the ground. Other youth have volunteered to plant, while others are only interested in harvesting. Some youth have shared their previous experiences with gardening and what gardening has meant to them

within their family. One youth's family planted a memorial garden in memory of a family member, while another shared that he has a family member who is a master gardener.

Youth will learn many skills throughout the process of growing the garden this year. They will learn how to reap the rewards of their hard work, see immediate results after planting and weeding and how to be patient while everything matures. Many youth have never been around a garden, and don't know where to start. Growing a garden will be a skill that they will be able to use for the rest of their lives. The garden will be a source of pride for some youth as they commit to working in the garden on a regular basis, and something that they can tell their families about. The garden will

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JUNE IS

- Fresh Fruit and Vegetables Month
- Candy Month
- Dairy Month
- Adopt a Cat Month
- Men's Health Month
- Safety Month
- Rose Month
- Disaster Preparedness Month

16th: Fresh Veggies Day

18th: Go Fishing Day and National Picnic Day

21st: First Day of Summer

26th: Forgiveness Day



UPDATE ON HRC

BY MARJ COLBURN



Another month has passed – sure seems like they fly by quickly. The weather hasn't made us feel like it's spring, and we are grateful that the weather didn't harm any of our employees during recent storms. Let's hope that the worst of that is past and all we need to worry about is the heat and humidity that we will see in summer.

- ⇒ A meeting was held in Lincoln to discuss getting started with LB999, looking at the buildings on campus and what might be suitable for Corrections use. Present at the meeting was DAS, Corrections representatives, Legal representation, architects from Alley Poyner Macchieto (same folks who are working on our renovations), myself, with Scot Adams chairing the meeting. Corrections is working on a proposal to include mental health beds within the Prison system, so they have two approaches on the table for working with mental health inmates. The written proposal regarding HRC is due to the Governor's office by mid-December, addressing the feasibility of each vacant building on campus that might be used for this project and an estimate of the cost involved to make the building occupant ready.
- ⇒ At this meeting it was decided that the Corrections proposal related to HRC is separate from the renovations bill that was passed last year by the Legislature. Scot informed the architects that we should continue to move forward with our plans for renovations. Our contact with the architectural firm should start up again.
- ⇒ Since Alley Poyner Macchieto is familiar with our campus, they will also be involved in working on the Corrections proposal. Their role will be to look at buildings and develop information on cost related to the needs of the inmates within a Correctional type facility on the campus. I foresee tours of the vacant buildings by some of the individuals who attended the LB999 meeting, including DAS, the architects, Corrections and HRC.
- ⇒ The Eagle Scout candidate continues work on the cemetery. I have not been made aware of any additional problems with interference with his work. I do know that the last time I went out there many of the dead trees are gone, and the branches and stumps have been removed. It is starting to look a lot less cluttered and deserted with them out of there. White paint on the numbered stones is making them stand out more in the grass, so they are much easier to locate. The troop plans to replace many of the plants in the meditation area that did not survive the hot summer last year.
- ⇒ The "Good Catch" topics and awards are being developed by various members of the Management Team. This month's P.E.P. topic is mine. I know we acknowledge everyone who is nominated for the award each month, but I wasn't aware that Grant kept a log of why people were nominated. There is so much positive information about the nominees contained in the log that the News and Views team decided we should not only publish who was nominated related to the topic, but why they were nominated. You will start seeing this information in this month's edition.
- ⇒ State Patrol continues to use Building #7 for training. It was great that they were on campus the other week when we had a situation where their presence was very helpful. Having their vehicles parked on campus also might be noticed by individuals cruising the campus looking for mischief.
- ⇒ Jean, Grant and I had the opportunity to attend Disaster Preparedness training. There were lots of excellent presenters. Some of the topics included lessons learned from the Wayne, NE tornado, actions taken during the explosion of a fertilizer plant in Texas, and a mesmerizing presentation of the Aurora Colorado theatre shooting. We gathered lots of information by the three of us splitting up for different sessions during the day. Plans are to upgrade our Disaster Plan and implement some of the ideas we got from the training. One theme we heard consistently was everyone has a plan, but your plan likely won't work the way you have it planned out. In Texas, their designated triage area was to be a commu-

UPDATE ON HRC CONTINUED BY MARJ COLBURN

nity center, but after the explosion the only location with lights was the high school football field. Who puts in a plan that triage takes place on a football field? Another point was to expect misleading information about the number of people injured. As people are helping people and get blood on them, you can't tell the genuinely injured persons from others who were helping on scene. And lastly, remember to notify the local hospital there has been an event. Most hospitals

heard about the disaster by radio traffic (or seeing the cloud coming and wondering what's going on!). We will be creating some "Grab and Go" bags also – items needed by specific staff (physician bag, one for nursing staff, one for searchers, etc.) to be used during a disaster before external services can be activated.

With summer coming I hope that everyone has the chance to get some time off and enjoy the weather and activities dear to your heart.

The facility plans to stay as full of youth as possible, and we should start seeing some renovation activity starting up for us again. Maybe the architects can be here when the fire alarms are all going off due to humidity and help us get that problem resolved for our new space!



CALLING ALL GARDENERS CONTINUED

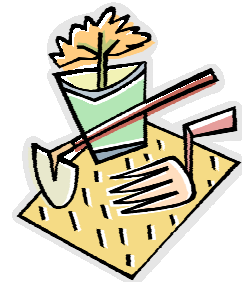
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allow the youth to work on something during community service or public service instead of picking up sticks!

Perhaps the most important aspect of this gardening project is that the youth will be able to use and eat the produce that they grow. They can use the produce as a part of their meals for occupational therapy

recommendations, and afternoon and evening snacks. It's been fun to see the amount of interest increase as the time for planting gets closer. I look forward to ways that the youth and staff will be able to utilize the garden for themselves and the program. I hope staff will want to participate with the garden as much as some of the youth want to participate. I hope that staff will want to share their knowledge and skill sets

with the youth by working in the garden with them!



NEW EMPLOYEE



HRC welcomes Carol Vian, RN to the medical team as Nurse Supervisor.

Welcome to HRC, Carol!

YOU'RE A WINNER

- Thanks to Gary and Dennis for mowing the weed patches and making the grounds around the program look nice.
- Steve Fielder and the Housekeeping crew did a quick turnaround in getting two offices carpeted and cleaned! It looks great, too!!

All employees are welcome to recognize a co-worker who lends a hand or helps out in any way. Just send an email to Corinne Jensen for the next newsletter issue.

CELEBRATING YOU!

HEALTHCARE RECRUITERS DAY JUNE 4

RISK MANAGEMENT WEEK

JUNE 17–24



Marj Colburn is recognized for her role as Director of Risk Management. Thanks for all you do, Marj!



We recognize our Human Resource staff LaDene Madson, Carolyn Brown, Randy Coil and Wanda Yoachim for all they do. Thanks to each of you for all you do!

JANUARY GOOD CATCH AWARD NOMINATIONS FOR HAND HYGIENE

- **Brett H.:** 1. Using hand sanitizer because he doesn't want to take germs home to family. 2. Very adamant about reminding me to wash my hands after UAs. 3. Used hand gel in Carolyn's office. 4. Uses sanitizer frequently. 5. Wore gloves during Joel's stitches.
- **Jean L.:** 1. Sharing hand gel with staff in the hallway. 2. Washed her hands before eating popcorn from PVC.
- **Carmen N.:** Keeps her hands in water all day because of her job. She is always keeping things neat and clean.
- **Tracy P.:** Using gloves during advanced search and UA collection.
- **Grant J.:** Wearing gloves to do a search.
- **Bryce B.:** Using hand gel outside the Learning Committee room.
- **Carolyn J.:** 1. Hand sanitizer kept in office because of contact with visitors coming in. The best! 2. She rocks the world and makes coming to work fun. 3. Very nice lady.
- **Paula T.:** Washed her hands then discussed how she checks her grandkid's hands after coming out of the restroom to see if they washed.
- **Travis H.:** Hand gel after search!
- **Tami B.:** Tami was the first to alert staff the water wasn't working in the restroom. She always has great hand hygiene.
- **Sue C.:** Using hand gel between each youth she was passing meds for.
- **Jessica J.:** Using hand gel outside Heather's office.
- **Marj C.:** Used hand gel in video conference Room.
- **Dr. Zoucha:** Wore gloves while giving Joel stitches. Washes his hands before and after seeing youth in the exam room.
- **Dan M.:** Wore gloves while Joel got stitches.

Great job!

FEBRUARY GOOD CATCH AWARD NOMINATIONS FOR DIGNITY

- **Clint L.:** Clint recognizes the youth's weaknesses and provides them with a comfortable atmosphere when providing therapy. He walks with them if sitting is uncomfortable. He values their feelings.
- **Josh A.:** Josh allows youth the opportunity to express themselves about any concerns they have. He gives them room/space to calm down when necessary.
- **Heather S.:** 1. Heather showed staff dignity by talking with an employee after she was injured in a physical hold. She offered to drive her home or to the doctor's office. 2. Heather is very tolerant of people.
- **Sue C.:** Sue for the way she passes meds to the youth—joking around as appropriate yet respectful of them when checking for cheeking, making sure they know their medications and encouraging them to take their meds.
- **Pam S.:** Pam provides the opportunity to share comments without interruption. Observed during the admission process on several occasions.
- **Grant J.:** Grant is a very patient person.
- **Marnie B.:** Marnie is a nice person. She takes time to teach the youth new things.
- **Brett H.:** Brett is a beast. He is always very nice and easy to approach.
- **Carolyn J.:** Carolyn is the best!
- **Shannon P.:** Always makes people feel welcome.
- **Jessica M.:** Always makes people feel welcome.
- **Travis H.:** Always very nice and easy to approach.
- **Bryce B.:** Always approachable and make youth feel welcome.
- **Debbie K.:** Always approachable and make youth feel welcome.
- **Henry P.:** Is good about being aware of people and their needs.
- **Dan F.:** Is always willing to talk to youth.

Keep up the great work!

MARCH GOOD CATCH AWARD NOMINATIONS FOR HAND-OFF COMMUNICATION

- **Chris M.:** Does an excellent job with hand offs during med clinic time. I am very grateful for her help.
- **Dian P.:** Does an excellent job with hand offs during med clinic time. I am very grateful for her help.
- **Brett H.:** Does an excellent job with hand offs during med clinic time. I am very grateful for his help.
- **Travis H.:** 1. Travis has a keen eye for situations that should be monitored. He made my office a safer place by identifying items that could be picked up by youth for self-harm. He educated me at the same time. 2. Does an excellent job with hand offs during med clinic time. I am very grateful for his help. 3. Came in to Learning Committee to pick up the ID badge for a youth before he took him back to the program.
- **Sue C.:** 1. Always has great verbal hand-off on the units. 2. Did an excellent job on hand-off on 3/12/14.
- **Clint L.:** Nominated by youth's parents.
- **Tracy P.:** 1. Nominated by youth's parents. 2. During a situation when a youth became upset, Tracy informed me. He has a concern for my safety and advises me when I should keep my office door shut.
- **Jane W.:** Does an excellent job at handing off the cards of the youth. She's very adamant that the cards go with the youth no matter what!
- **Tammy B.:** Is often heard sharing information about the youth she is assigned to on her team when she hands over supervision.
- **Peg W.:** Prepares the safety plan cards with accuracy and in a timely manner.

Caught doing great work! Great!!

APRIL GOOD CATCH AWARD NOMINATIONS FOR VOLUNTERRING

- **Marj C.:** 1. Always offers her help with special projects whether it is entering data, starting charts, or retrieving information. 2. Out of her pocket she pays for prizes for games published in News and Views. She always volunteers to do this.
- **Linda W.:** 1. Offered to purchase the candy for the Easter Egg Hunt. 2. Voluntarily offers a hand to set up for luncheons and special activities the N&V Board organizes. 3. Volunteered to help move furniture around to get ready for new staff.
- **Josh A.:** 1. Volunteered to help Lynn load the van. 2. Volunteered to pick up empty water bottles and deliver full bottles. 3. Consistently volunteers for new responsibilities and lends a hand to others whenever he can.
- **Grant J.:** 1. Grant volunteers every week to help run guys for Learning Committee. 2. Grant volunteered to do photo ID cards when I am on vacation.
- **Corinne J.:** Volunteers a lot for her church and sometimes even leads their worship service in Glenvil.
- **Travis H.:** Stepped up and volunteered to administer a UA.
- **Jean L.:** Volunteered to help organize files on the computer for Nutrition Services.
- **Carolyn J.:** Offered to trade her vacation day in December so I could spend time with my family.
- **Bryce B.:** Volunteered to do all the feedback when I was catching up on charting.
- **Tracy P.:** Helping out with all my problems he could help with. Trenton S.
- **Sandra W.:** Offered to mail some letters downtown when I missed the mail run in Bldg. 3.
- **Terry B.:** Offered his support when we were short a Staff Assistant in the kitchen. Provides support willingly when asked.
- **Cheri D.:** She volunteers to help set up for luncheons and helps with clean up too!
- **Greg Z.:** Volunteered to help another group with coverage during a stressful time.
- **Dawn W.:** She has without asking transferred the back-up charts and misc. paperwork for several of our recent transfers.
- **Dean S.:** Volunteered to deliver water cooler to school and took broken cooler to storage room.
- **Sue C.:** Decorated the classrooms without being asked for the various holidays.

Thanks for helping out!

PREPARING FOR A DISASTER BY JEAN LUTHER

Every year Creighton University Medical School and the University of Nebraska Medical Center present an all-day seminar on disasters and how to prepare for them. The symposia "brings together responders from a wide variety of professions... to gain insight and learn strategies related to homeland security issues." The speakers were amazing and the course content was very practical and helpful to those serving in emergencies, administration and safety.

This year Grant Johnson, Marj Colburn and Jean Luther were privileged to attend and listen to speak-

ers from some of the top disasters that have occurred in recent years in the United States and in Nebraska. The Emergency Manager/Safety Officer from the University of Colorado Hospital that received victims from the Aurora, Colorado theater shooting was the most emotional. We were able to view footage from the cameras mounted in the parking lot near the emergency room doors while they were bringing in the injured. He



Marj, Jean and Grant collaborate to create a Disaster Plan. They also had the soundtracks from the were bringing in the injured. He

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MAY GOOD CATCH AWARD NOMINATIONS FOR R U A P.E.P.

- **Carolyn B.:** Always willing to help in any way she can, and does it with a smile.
- **Sandra W.:** Goes out of her way to get what staff need for the program and projects we have for the youth.
- **Randy C.:** A great team player when we are working on new employees setting up interviews.
- **Cheri D.:** Always willing to help out and assist in any way she can. Makes sure things happen to keep the program and requirements on track.
- **Pam Sch.:** For learning new processes without complaint to keep things moving in HIM.
- **Ruth J.:** For helping keep us full. She has a positive contact with providers and families making them feel good about the program.
- **Linda W.:** 1. Always smiling and helpful with computer and phone issues. Never makes you feel like you are a bother. 2. Is always positive despite the situation. If she doesn't know how to fix it, she digs into it and figures it out. She does it with a smile too! A PEP!!
- **Carolyn J.:** 1. Always helpful with the schedule. Willing to "make things work" so there is adequate coverage. 2. Reaches out to visitors and staff from other agencies with a smile. A PEP!! 3. She is super patient and nice with people to schedule vacation time.
- **Corinne J.:** Helps out in any way she can. Always pleasant and cheerful. 2. Volunteered to go to Lincoln for extra training and to accompany a staff member who needed the training but doesn't drive in Lincoln. She tries to build people up and gives positive feedback.
- **Terry B.:** Always keeps the team informed of what is going on with vehicles, supplies, and equipment.
- **LaDene M.:** Always positive and helpful in her interactions and willing to assist with employee issues.
- **Jeri C.:** Has a smile on almost daily. She radiates happiness when you meet her. A PEP!
- **Dr. Zoucha:** 1. Finds the good in each person and situation he encounters. He is a PEP for sure!! 2. Always willing to help out. Always thankful for anything anyone does. Always sees the best in everyone.
- **Jean L.:** Embraces new tasks, projects, and challenges with an optimistic attitude. She is willing to help or make suggestions to seek other sources or ways to do it. A PEP!!
- **Sue C.:** Really knows her job, especially the med aide piece. is always helpful to make sure the process is done right. A great resource for all of us.
- **Kennie C.:** Is always helpful to youth when passing meds. Pleasant with them and encouraging.
- **Steve B.:** 1. Interacts positively with the youth. Is always pleasant and smiling. 2. Always works hard at making holidays special for youth and staff.
- **Mary S.:** Willingly works on weekends to give our nurses a break. Helped fill lots of extra hours when we were short on nurses.
- **Rose F.:** Always willing to help out with nursing coverage. A real team player.
- **Carol V.:** Has lots of good ideas on how to improve nursing interaction with the youth and programs.
- **Pat A.:** Helpful to the staff and youth. Tries to help the youth any way she can.
- **Dave B.:** Always willing to make the school work with the program. Is positive and helpful with the staff and youth.
- **Heather S.:** Has lots piled on her plate but gives every situation her best and is helpful to those around her.
- **Josh A.:** 1. Always willing to help out in any way he can—real team player. 2. Is a PEP. Role model that energizes everyone around him.
- **Grant J.:** Always there to assist. Never says he doesn't have time or can't do it.
- **Greg Z.:** 1. Helping a co-worker. Very kind! 2. Greg did an act of kindness from his heart. He lifted a 5 gallon jug of water for his co-worker. Thanks!
- **Carol S.:** 1. She cheers you on! 2. Great cheerleading!
- **Dean S.:** Dean is always enthusiastic with the youth and is positive when approached with new tasks.
- **Kris S.:** She listens to what the students say: then she responds with a positive comment. I've never heard her "nag", but I've heard her give encouraging comments regularly. I've even heard her respond when a student said, "You don't like me, do you?" She replied, "I like

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MAY GOOD CATCH AWARD NOMINATIONS CONTINUED FOR R U A P.E.P.

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you! Sometimes I don't like some of the things you do, but I still like you." When Kris makes suggestions to students, I've heard her compliment them when she sees improvement. It seems she tries to "catch them being good."

- **Kathy S.** Worked with therapist to resolve conflict youth had. Youth complained that Kathy woke him up and was in his face. First worked with youth in group. Invited Kathy into group letting her know the issue first. Kathy was extremely helpful. She listened and problem solved the issue. Youth was sur-

prised with results of the session. Kathy gave him opportunity to practice being assertive, expressing concerns, responsibility and experience resolution.

PREPARING FOR A DISASTER CONTINUED

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911 center operator and how the decisions these people made in the spur of the moment and at the scene changed the outcome of the disaster.

They also had speakers who dealt with the West Texas plant explosion killing several responders in April of 2013 and two speakers from the Wayne, Nebraska tornado disaster

last October. Having gone through the real deals they were able to offer good advice on how to prepare for and how to deal with disasters.

There were also hands on sessions with practical advice for facilities to train staff and what items to have ready for emergencies with unique materials and in unique ways.

We were all impressed with the caliber of the speakers and the material content. We decided to implement

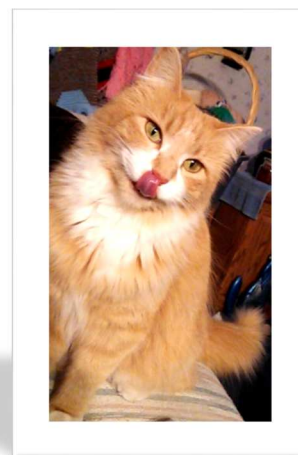
some of the ideas and our disaster carts will be updated with materials we think are necessary to aid in a disaster at the facility.

Along with the updates comes procedure changes, training and last but not least a drill to use all these new ideas. It will be so much fun and you may have a part in this big production. Anyone out there good with makeup?

A FEW OF OUR FURRY FRIENDS



Shelley's cat companions, Rum and Serena.



Sue's kitty, Flower-

NICE SHOT! GOLF AND THE DEEPENING OF RELATIONSHIPS

BY RON CULBERSON, MSW



At the risk of using yet another sports analogy for life, leadership, or teamwork, I'm going to use yet another sports analogy to discuss relationships. But luckily, I'm using the universally over used analogy of golf. The reason is that I just returned from a golf trip and there is nothing better than a recent life experience to spark an idea for a blog.

I'm not a great golfer since I only play about eight times a year. But I keep playing because I want to be able to participate in a sport when I'm 80—and golf seems to be the most likely option. Especially since it's so hard to find a curling sheet (look it up) in central Virginia.

The destination of our recent trip was Ocean City, MD and my golf game was as bad as the weather was good. I've been going on this particular golf trip, give or take a few years, since 1996 when I accompanied two friends to Kiawah, SC on a coupon we received in the mail. After returning to Kiawah for a few years, we added a fourth person who was also the pastor of our church and a scratch golfer when he was in high school. He felt, as pastors often do, that this type of activity was an opportunity for other men in the church to enjoy fellowship while doing something fun. So the annual church golf trip was born.

A trip like this can be a wonderful relationship-building experience for men because we're not accustomed to inviting other men to dinner, for a walk, or to join us on a trip to the restroom. We will, however, invite other men to play golf, attend a baseball game, or paint a garage. So, it seems that we men tend to build relationships as a secondary component of an activity while women tend to build relationships first and the other activity becomes

secondary.

As I pondered the value of my most recent trip, I was unable to prevent my brain from making the obligatory comparison between the golf terms we used and the relationship-building process. Don't worry, though. You don't have to know golf, or even like golf, to understand the comparison. But it's a lot more fun for me to write it this way!

Traps or Bunkers. In golf, you're supposed to get a little ball into hole, that's located anywhere from 100 to 600 yards away from the tee, using only 3-5 shots. It's amazing that it's even possible. As an aside, it isn't typically possible for me, but that's a topic for the what-we-learn-from-failure blog. But here's the kicker about golf—the course has obstacles in the way of your shots. There are trees, sand traps (or bunkers), tall grass, ponds, creeks, and hills. You not only have to hit the ball well, you have to maneuver around all this crap. And interestingly, that's the way life works. We have to maneuver around obstacles like challenges at work, complicated relationships, health problems, and death. In golf, it's much more fun to encounter the bunkers on the fairway when someone is there with you. In life, it's the same way. Our relationships don't make the barriers disappear but they make them more bearable.

Reading the Putt. If you're lucky enough to land your ball on the green, it's a good thing. But, the challenge of getting the ball in the hole is still not over because the green is not level. From up high, a green may look perfectly flat but when you get down on the ground, you will see that there are bumps, mounds, and hills to deal with. So, in golf, it's important to "read" the green before attempting

a putt. Relationships are like that. We must read other people before we respond to them. A colleague may express frustration about the traffic coming into work but underneath, he may really be upset because of a marital problem or the death of a loved one. We must read the signs between and behind the words to truly understand others thus strengthening the relationship.

Muscle Memory. This is one of the coolest aspects of golf. It's like riding a bike. Even if I haven't played golf for a year, my body still remembers how to hit the ball. Now, muscle memory is great when your swing is correct but it's debilitating when your swing is bad because you will continue to do the wrong things automatically. It takes a long time to teach your body to move differently. Relationships are similar. We can easily get into bad habits in the way we treat other people. Often these habits were developed during our own upbringing but when they start to interfere with our relationships, we need to get a "swing adjustment" to change our muscle memory. By learning new ways of interacting, we can improve our relationships.

Nice shot. The sweetest two words any golfer can hear is, "nice shot." It means that we put all of the components together and hit the ball well. It also means that someone else noticed and took the time to let us know. That's the best part of relationships as well. When we get supportive feedback from those around us it builds our self esteem and helps us to tackle the next bunker in our life. And we must remember to offer a "nice shot" to others too as part of the mutuality of the relationship.

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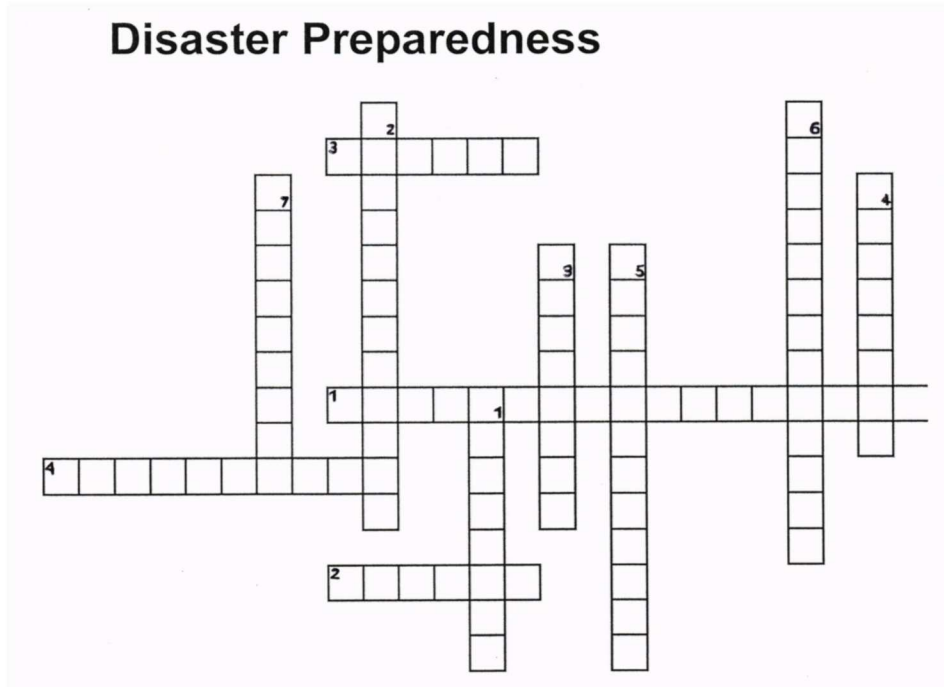
NICE SHOT! GOLF AND THE DEEPENING OF RELATIONSHIPS CONTINUED

(Continued from page 9)

Maybe golf is not your bag (See how I did that? Golf . . . Bag.), but I hope it won't prevent you from seeing the real message in this blog—

the importance of having and maintaining relationships. Because just like my recent golf trip, it wasn't really about the golf.

CROSSWORD PUZZLE



Submit your answers by June 30th to Corinne, and entries with all the correct answers will be eligible for the prize drawing. Good luck!

Across

1. person in charge of managing the event
2. keeping everyone involved out of harm's way
3. practicing what needs to be done during an actual event
4. devices used to notify others of your safety, but NOT used for photos or recordings of the event

Down

1. an event that causes major damage to persons or property
2. readiness to deal with an event of significant proportions
3. learning about events and how to manage yourself and others during the event
4. needed materials during a significant event
5. significant injuries or loss of life during a disaster
6. limiting the number of people who are allowed into the disaster area
7. ziploc bags that will contain specific items needed during an actual disaster

JOIN US FOR A PICNIC!

Wednesday, June 18

11:30am—1:00pm

ROOM 007

Bring and share your favorite picnic food item!

CHANGE YOUR REFERENCE GROUP

BY JOE TYE, CEO OF VALUES COACH, INC.

One of the biggest influences on your life is the choices you make about who you spend most of your time with. Sociologists call this your reference group. Your political opinion, religious beliefs, attitudes about work and life, even your income, will be substantially influenced by the people you hang around with. You might not notice it or admit it, but you cannot prevent it.

I was once giving a speech and mentioned the importance of staying away from toxic negative people. A woman at the back of the room jumped out of her seat and hollered "He's right!" Once the laughter died down (it appeared that most of the people in the audience knew her) she told us that she'd recently been diagnosed with cancer, and that her doctor had told her that she was going to need every ounce of energy she could muster in this fight for her life. She

could not afford, he told her, to allow emotional vampires to steal one iota of her life's energy. For her it was a matter of life and death.

She went on to say that in this regard, cancer had been a real blessing. Simply becoming aware of the harmful effects of having other people inflict their toxic emotional negativity upon her had given her the strength and the courage to stop listening to it, to refrain from being a part of it. She had, she told us, learned the difference between a true friend and a bitch buddy. She wanted more of the former and none of the latter.

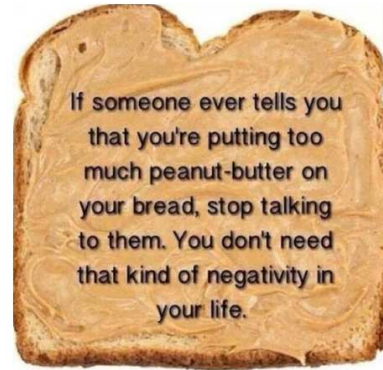
The word she used to describe the change in her life was miracle. She said it was like she had blown a

black, caustic cloud of depressing emotions out of her life. She would not ever let it back in again, even after she'd won the fight with cancer (which she was confident she would do).

Pay attention to the people you spend time with. Do they inspire you or do they depress you? Are they true friends or are they,

as my audience member put it, just bitch buddies? When you tell them about your goals and dreams do they encourage you or do they try to drag you back down to "reality" as they define it?

Sometimes the first step to changing your life is making the commitment to change your reference group.



SECURITY ALERT!

Using a little creativity to ward off any further vandalism at the HRC Cemetery!

HRC EDITORIAL BOARD

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It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size & content.

AA/EOE/ADA

THANK YOU

I want to say thanks to Dr. Judson for the \$20 Applebee's Gift Card awarded to me for the Good Catch Award winner in February.

Debbie Kramer

FRUIT SALSA AND CINNAMON CHIPS *from the kitchen of Chris Martin*

2 kiwis, peeled and diced
2 golden delicious apples, peeled and cored
8 ounces raspberries
1 pound strawberries
2 tablespoons white sugar
1 tablespoon brown sugar
3 tablespoons fruit preserves, any flavor
10 (10 inch) flour tortillas
Butter flavored cooking spray
2 tablespoons cinnamon sugar

1. In a large bowl, thoroughly mix kiwis, apples, raspberries, strawberries, white sugar, brown sugar, and fruit preserves. Cover and chill in the refrigerator at least 15 minutes.
2. Preheat oven to 350 degrees F.
3. Coat one side of each flour tortilla with butter flavored cooking spray. Cut into wedges and arrange in a single layer on a large baking sheet. Sprinkle wedges with desired amount of cinnamon sugar. Spray again with cooking spray.
4. Bake in a preheated oven 8 to 10 minutes. Repeat with any remaining tortilla wedges. Allow to cool approximately 15 minutes. Serve with chilled fruit mixture.

NEWS FROM HUMAN RESOURCES BY CAROLYN BROWN

By the time this article is read by all, the Biometric Health Screen will be done and completed at the Hastings Regional Center Campus. The Biometric Health Screenings are for the employee and spouses that are enrolled in any of the State of Nebraska health plans. Some of the indicators that show how the health and wellness programs are improving the lives of State of Nebraska employees through preventive check-ups, screenings, and increased activity levels are:

- 154 participants quit using tobacco
- 74% now exercise 3+ days per week
- 90% now consume 3+ fruits

and vegetables a day

- High Blood Pressure – 783 cases diagnosed
- High Cholesterol – 964 cases diagnosed
- Colorectal screenings detected 626 cases of benign polyps
- Cervical screenings detected 117 cases of pre-cancerous lesions
- Breast exams detected 9 cases of early stage cancer

The Open Enrollment will also almost be completed by the time this article goes out. The choices you made during Open Enrollment will take effect on July 1, 2014. All your coverage for health, dental, vision,

and flexible spending accounts will end on June 30, 2014 unless you take action during Open Enrollment.

We welcome Ginger Velandar to our Human Resource Team. Ginger will be the HR Officer for YRTC Kearney.